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Spencer Fane Names James Crumlin New Chair of DEI Committee

Spencer Fane is pleased to announce that attorney James Crumlin has been appointed the Chair of the firm's Diversity, Equity, and Inclusion (DEI) Committee. A partner in the Nashville office, James follows attorney Elizabeth Wente, who has skillfully led the committee since 2020, in the role.

"As I transition to Past Chair, I'm so grateful to our firm for allowing me to lead the DEI Committee for the past few years. It has been such a rewarding process to see our firm make significant strides in the DEI space," said Elizabeth. "We would not be where we are without the time and energy that so many of our colleagues have devoted to supporting these efforts."

Elizabeth is also excited for James to start his tenure.

"James is an integral part of our DEI Committee who provides a unique perspective, phenomenal experience, and inspiring leadership capabilities. I am certain he will excel as Chair, and I look forward to our continued collaboration in advancing the Spencer Fane DEI impact."

At Spencer Fane, James concentrates his practice in the areas of labor and employment law, business and corporate law, litigation and dispute resolution, and entertainment and media law. As an industry thought leader, he is routinely featured in various print and media outlets and is frequently called on for speaking engagements and in-house training sessions for clients regarding compliance with the numerous federal and state laws affecting employers. In his role as outside counsel for several small and midsize businesses, James is a longtime trusted advisor for entrepreneurs and startup venture founders in a variety of industries.

James is also an active member of the Nashville community who fervently supports several organizations. He sits on the boards of institutions such as Leadership Nashville Foundation, American Baptist College, YWCA Nashville & Middle Tennessee, and S3 Recycling Solutions, among others.

James' commitment to both industry and community stewardship extends toward championing DEI initiatives. In addition to promoting DEI in the public sphere, he has been part of the Spencer Fane DEI Committee since he joined the firm in October 2021 as part of its combination with Bone McAllester Norton PLLC.

"Diversity, equity, and inclusion are integral for building not just a strong law firm but a powerful, connected community," said James. "As such, I am honored and humbled to serve in this role and am excited to expand the firm's DEI footprint alongside my fellow committee members, firm leaders, colleagues, and professional staff."

The Spencer Fane DEI Committee collaborates with the Executive Committee and other firm leadership to assist the firm's efforts toward the benefits of diversity, equity, and inclusion. Its members advance this mission by providing educational opportunities for firm attorneys and professional staff, measuring and monitoring each success and challenge, investing in formal and informal mentorship, and supporting attorneys and professional staff with a dedicated budget. The committee breathes life into fundamental principles that make Spencer Fane strong and a better place to work.

Learn more about the firm's DEI efforts here.